

OFFICIAL GAZETTE



GOVERNMENT OF GOA

NOTE: There is one Extraordinary issue to the Official Gazette, Series I No. 49 dated 7-3-96 namely, Extraordinary dated 8-3-96 from pages 537 to 538 regarding Notifications from Department of Finance (Revenue & Expenditure Division) and Department of Personnel.

GOVERNMENT OF GOA Department of Labour

Notification

25/1/96-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), (hereinafter called the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act and Notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, EDC House, Panaji-Goa before the expiry of said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or

book binding is carried on" as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
(I) Unskilled		
(1)	Peon	Rs. 45/- per day or
(2)	Mazdoor	Rs. 1170/- per month
(3)	Cleaner	
(4)	Helper	
(5)	Delivery bagman	
(6)	Sweeper	
(7)	Head Operator	
(8)	Carpenter-helper	
(9)	Stone grinder	
(10)	Rotary Baller	
(11)	Store Baller	
(12)	Cylinder Baller	
(13)	Labourer (Manal)	
(14)	Any other categories by whatever names called which are of unskilled nature.	
(II) Semi-skilled		
(1)	Asstt. Camera Operator	Rs. 47/- per day or
(2)	Asstt. Transfer Printer	Rs. 1222/- per month
(3)	Asstt. Etcher	
(4)	Letter Press Feeder	
(5)	Checker	
(6)	Distributor	
(7)	Packer	
(8)	Embossing Machineman	
(9)	Asstt. Toucher	
(10)	Asstt. Copy Paster	
(11)	Flat ber Feeder	
(12)	Varnisher	
(13)	Wax Machineman	
(14)	Cold Powdered	
(15)	Wireman	
(16)	Type-cutter	
(17)	Nine Baller	
(18)	Proof Puller	
(19)	Tally Pressman	
(20)	Type Dresser	
(21)	Roller Maker	
(22)	Roller Cutter	
(23)	Plate Graider	
(24)	Ink grinder	
(25)	Knife sharpness	
(26)	Wire stitcher	
(27)	Perforator	

1	2	3
(28) Label Puncher		
(29) Ruling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster		
(32) Any other categories by whatever names called which are of semi-skilled nature.		
(III) Skilled workers		
(a)		
(1) Lino Operator	Rs. 56/- per day or	
(2) Mono Operator	Rs. 1456/- per month	
(3) Line Mechanic		
(4) Foreman		
(5) Head Proof Reader		
(6) Sub-Editor		
(7) Reporter		
(8) Offset Foreman		
(9) Camera Operator		
(10) Rotary Foreman		
(11) Flatbed Operator		
(12) Artist		
(b)		
(1) Ludio Operator	Rs. 52/- per day or	
(2) Proof Reader	Rs. 1352/- per month	
(3) Printer		
(4) Hand Pressman		
(5) Offset Plate Maker		
(6) Copy paster		
(7) Punch Maker		
(8) Electrician		
(9) Asstt. Foreman		
(10) Cylinder pressman		
(11) Compositor		
(12) Imposer		
(13) Mono Caster		
(14) Binder		
(15) Cutter		
(16) Carpenter		
(17) Box Puncher		
(18) Mounter		
(19) Any other categories by whatever names called which are of skilled nature.		
(IV) General		
(1) Head Clerk	Rs. 56/- per day or	
(2) Accountant	Rs. 1456/- per month	
(3) Supervisor		
(1) Clerk	Rs. 52/- per day or	
(2) Typist	Rs. 1352/- per month	
(3) Cashier		
(4) Telephone Operator		
(5) Time keeper		
(6) Booking clerk		
(7) Receptionist		
(8) Account Assistant		
(9) Steno typist		
(10) Store keeper		

Explanation:—

(1) The wages for the categories specified in Annexure "A" are linked with the norms of work and fixed accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where in any area/establishment/Scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to, such (a) process or book binding is carried on", or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(4) The minimum rates of wages are applicable to employees engaged by the Principal employees or contractors or sub-contractors, etc.

(5) The minimum wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowance.

(6) Both men and women shall be paid the same rates of wages fixed for the same category and for equal work.

(7) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

J. M. de Almeida, Jt. Secretary (Labour).

Panaji, 14th February, 1996.

ANNEXURE - A**Norms of work**

Sr. No.	Category	Mode of work	Minimum daily production
1	2	3	4
1.	Mono Operator	12 points English 12 points Devnagri	40,000 cms. 25,000 cms.
3.	Mono Caster	12 points English 12 points Devnagri	42,000 cms. 42,000 cms.
3.	Page Making	20 × 26 cent 20 × 30 cent 16 pages	2 Forms.
4.	Imposer	20 × 30 cent 16 pages	5 Forms.

1	2	3
5. Lino Operator	12 points English	30,000 cms.
6. Hand Composing (with distribution)	12 ^s points English	3,000 corrected cms.
	12 points Devnagri (Akand Types)	2,000 corrected cms.
	12 points Devnagri	1,600 corrected cms.
7. Distributor	12 points English	10,200 cms.
	12 points Devnagri (Akand Types)	8,000 cms.
	12 points Devnagri Degree Types	6,000 cms.
8. Type Casting	12 points Super Cast	12 Kg.
9. Proof Read	16 pages 19 cent × 13 cent (Two Language)	30 Kg.
10. Printing on Cylinder with make ready	44½ × 57 cent	6,000 Copies.
Platten (Power) with ready	25½ × 38 cent	6,000 Copies.
Printing on Cylinder without make ready	44½ × 57 cent	7,500 Copies.
Platten (Power) without make ready	25½ × 38 cent	8,500 Copies.
Printing on Traddla (on foot) with make ready	— do —	8,500 Copies.
Printing on Traddla (on foot) without make ready	— do —	6,000 Copies.
11. Machine Folding	Double Fold other large size paper	20,000 papers. 15,000 papers.
12. Hand Folding	Form of the three folds	3,000 papers.
13. Collating	44½ × 57 cent	15,000 Forms.
14. Ruling on hand fed machine	34 cms. × 43 cms. sheets	11,000 papers.
15. Stitching by hand	6 quires, 3 stitching sections	1,600 Forms.
Stitching by machine	6 quires, 3 stitching sections	8,000 Forms.
16. Wire Stitching (Power Driver machine)		6,000 (Two pins).
Wire stitching (Foot operated machine)		10,000 (One pin).
		6,000 (One pin).
17. Hand Numbering on secutive	10,000 per day	1,20,000 digits per day.

Department of Law and Judiciary

Legal Affairs Division

Notification

10/5/96/LA

The Industrial Disputes (Amendment) Ordinance, 1996 (Ordinance No. 1 of 1996) which has been promulgated by the President of India and published in the Gazette of India, Extraordinary, Part II, Section 1, dated 5th January, 1996 is hereby published for the general information of the public.

P. V. Kadnekar, Joint Secretary (Law).

Panaji, 8th February, 1996.

MINISTRY OF LAW, JUSTICE AND COMPANY AFFAIRS

(Legislative Department)

New Delhi, the 5th January, 1996/
/Pausa 15, 1917, (Saka)

THE INDUSTRIAL DISPUTES (AMENDMENT) ORDINANCE, 1996

No. 1 of 1996

* Promulgated by the President in the Forty-sixth year of the Republic of India

An Ordinance further to amend the Industrial Disputes Act, 1947.

Whereas the Industrial Disputes (Amendment) Ordinance, 1995, further to amend the Industrial Disputes Act, 1947, was promulgated by the President on the 11th day of October, 1995;

And whereas the Industrial Disputes (Amendment) Bill, 1995 was introduced in the Council of States to replace the said Ordinance;

And whereas the said Bill has been passed by the Council of States and is pending in the House of the People;

And whereas Parliament is not in session and the President is satisfied that circumstances exist which render it necessary for him to take immediate action to give effect to the provisions of the Bill;

Now, therefore, in exercise of the powers conferred by clause (1) of article 123 of the Constitution, the President is pleased to promulgate the following Ordinance:—

1. *Short title and commencement.*— (1) This Ordinance may be called the Industrial Disputes (Amendment) Ordinance, 1996.

(2) It shall be deemed to have come into force on the 11th day of October, 1995.

2. *Amendment of section 2.*— In section 2 of the Industrial Disputes Act, 1947, 14 of 1947. (hereinafter referred to as the principal Act), in clause (a), in sub-clause (i),—

(i) for the words and figures “the Industrial Finance Corporation of India established under section 3 of the Industrial Finance Corporation Act, 1948”, 15 of 1948. the words and figures “the Industrial Finance Corporation of India Limited formed and registered under the Companies Act, 1956” shall be substituted; 1 of 1956.

(ii) the words and figures ‘or the “Indian Airlines” and “Air India” Corporations established under section 3 of the Air Corporations Act, 1953’ shall be omitted; 27 of 1953.

(iii) for the words and figures “the Oil and Natural Gas Commission established under section 3 of the Oil and Natural Gas Commission Act, 1959”, 43 of 1959. the words and figures “the Oil and Natural Gas Corporation Limited registered under the Companies Act, 1956” 1 of 1956. shall be substituted;

(iv) for the words and figures "the International Airports Authority of India constituted under section 3 of the International Airports Authority Act, 1971", the words and figures "the Airports Authority of India constituted under section 3 of the Airports Authority of India Act, 1994" shall be substituted; 43 of 1971. 55. of 1994.

(v) for the words "a banking or an insurance company", the words "an air transport service, or a banking or an insurance company" shall be substituted.

3. *Repeal and saving.*— (1) The Industrial Disputes (Amendment) Ordinance, 1995 is hereby repealed. Ord. 12. of 1995.

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act, as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Ordinance.

SHANKER DAYAL SHARMA,
President.

K. L. MOHANPURIA,
Secy. to the Govt. of India.

Notification

10/5/96/LA

The Maternity Benefit (Amendment) Act, 1995 (Central Act 29 of 1995), which has been passed by Parliament and assented to by the President of India on 17th August, 1995 and published in the Gazette of India, Extraordinary, Part II, section 1, dated 17th August, 1995 is hereby published for general information of the public.

P. V. Kadnekar, Joint Secretary (Law).

Panaji, 15th February, 1996.

THE MATERNITY BENEFIT (AMENDMENT) ACT, 1995

AN

ACT

further to amend the Maternity Benefit Act, 1961.

Be it enacted by Parliament in the Forty-sixth Year of the Republic of India as follows:—

1. *Short title and commencement.*— (1) This Act may be called the Maternity Benefit (Amendment) Act, 1995.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

2. *Amendment of Section 3.*— In section 3 of the Maternity Benefit Act, 1961 (hereinafter referred to as the principal Act), after clause (h), the following clause shall be inserted, namely:— 53 of 1961.

“(ha) “medical termination of pregnancy” means the termination of pregnancy permissible under the provisions of the Medical Termination of Pregnancy Act, 1971.” 34 of 1971.

3. *Amendment of section 4.*— In section 4 of the principal Act,—

(a) in sub-section (1), for the words “or her miscarriage”, the words “miscarriage or medical termination of pregnancy” shall be substituted;

(b) in sub-section (2), for the words “or her miscarriage”, the words “miscarriage or medical termination of pregnancy” shall be substituted.

4. *Substitution of new section for section 9.*— For section 9 of the principal Act, the following section shall be substituted, namely:—

“9. *Leave for miscarriage, etc.*— In case of miscarriage or medical termination of pregnancy, a woman shall, on production of such proof as may be prescribed, be entitled to leave with wages at the rate of maternity benefit, for a period of six weeks immediately following the day of her miscarriage, or, as the case may be, her medical termination of pregnancy.”

5. *Insertion of new section 9A.*— After section 9 of the principal Act, the following section shall be inserted, namely:—

“9A. *Leave with wages for tubectomy operation.*— In case of tubectomy operation, a woman shall, on production of such proof as may be prescribed, be entitled to leave with wages at the rate of maternity benefit for a period of two weeks immediately following the day of her tubectomy operation.”

6. *Amendment of section 10.*— In section 10 of the principal Act, for the words “or miscarriage”, the words “miscarriage, medical termination of pregnancy or tubectomy operation” shall be substituted.

Department of Personnel

Notification

1/10/78-PER (Vol. III) (Pt.)

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, and in superse-

Panaji, 12th February, 1996.

SCHEDULE												
Name/ Designation of post	Num- ber of posts	Classi- fication of pay	Whether selection post or non- selection post	Age limit for direct recruits	Whether the benefit of added years of service is admissi- ble under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & edu- cational qualifica- tions pre- scribed for the direct recruits will apply in the case of promotees	Method of recruitment whe- ther by direct re- cruitment or by promotion or by deputation/trans- fer/contract and if any percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputa- tion/transfer, grades from which promo- tion/deputation/- transfer is to be made	If a D.P.C. exists, what is its com- position	Circums- tances in which Goa Public Service Commission is to be consulted in making recruitment	
1	2	3	4	5	6(a)	7	8	9	10	11	12	13
(i) Mu- kha Sevi- ka — 79.	(1996) sub- ject to varia- tion	Group 'C' Non- -Minis- terial, Non-Ga- zatted.	Seleco- tion.	Not exceed- ing 35 years (Relaxable for Govern- ment ser- vants in accordance with the instructions or orders issued by the Govern- ment and	No	Essential: (a) Degree of a recogni- sed University pre- ferably in Home Science/Child Deve- lopment / Nutrition/ Social Work. (b) Knowledge of Kon- kan.	Age: No. Two Qs.: To years. the extent indicated in column II.	50% by promo- tion falling which by direct recruit- ment 50% by di- rect recruitment out of which 25% will be filled by Angarwadi Wor- kers possessing S.S.C. and having 10 years experi- ence.	Promotion: Balsevilka / Grihasavi- ka / Gramsevilka / Ma- tron having minimum S. S. C. qualification with 5 years experience in the grade.	Group 'C' D.P.C.	N. A.	
(ii) Assis- tant Child Deve- lop- ment Pro-	depen- dent on work- load.											

Government Press

Notice

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